

Timeline

Month	Details
Oct/Nov/Dec 2014	Goal Setting in FermiWorks: workshops; complete in FW by <u>January 1, 2015</u>
Apr/May 2015	Performance Review in FermiWorks: training sessions (focus on FermiWorks and best practices for conducting reviews)
June/July 2015	Complete Performance Reviews in FermiWorks by <u>July 31, 2015</u>
August 2015	Merit increase process in FermiWorks (by management team)
Mid-Sept to Oct 1, 2015	Performance Review Discussions
October 1, 2015	All employees can view merit increase statements in FermiWorks